

MANUFACTURING EXTENSION PARTNERSHIP

Success Stories from the Field

Lampin Corp

Massachusetts Manufacturing Extension Partnership

Lampin Corporation Develops Employee Skills To Grow Business

Client Profile:

Lampin Corporation is a manufacturer of high-quality, precision-machined components including spur gears and mechanical assemblies. Lampin goes beyond the traditional supplier role by providing various innovative services including design review, engineered solutions, inventory management, and supply systems. The company, located in Uxbridge, Massachusetts, has 20 employees.

Situation:

Lampin Corporation's president, Scott Rossiter, contacted the Massachusetts Manufacturing Extension Partnership (MassMEP), a NIST MEP network affiliate, after meeting with a MassMEP project manager. Mr. Rossiter was interested in applying for a Workforce Training Fund Express Grant to begin a training initiative for his employees.

Solution:

MassMEP worked closely with Lampin Corporation to develop a training action plan that would address the basic skills needed at Lampin and assist Mr. Rossiter with applying for the Massachusetts Division of Employment and Training (DET)'s Express Grant Program. The company identified a series of courses that would help its employees better understand various aspects of their business, including: how a successful business works; understanding manufacturing documentation; shop drawing interpretation; developing a successful team; problem solving; safety training; basic shop math; quality; and measurement methods. These courses were offered to any interested employee. Employees could attend all or selected courses that they felt they would best benefit from.

A total of 15 employees attended most or all of the programs during normal working hours. Courses were held on site on Friday afternoons over nine weeks. Classes were well attended and very interactive. The company established "Lampin University," the beginning of an ongoing training effort. Employees now have a better understanding of some of the basic skill requirements of their jobs. Communications in this small manufacturing company have always been good, but this training has helped bring it to a higher level. Now employees can better understand the "big picture" of how their company is performing and can contribute directly to making improvements.

Results:

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NIST is an agency of the U.S. Commerce Department's Technology Administration

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Trained 15 employees in a variety of basic skills.
Improved employee skill level.
Improved communication.
Improved company performance over the long-term.

Testimonial:

"During the first half of 2002, in alliance with the Massachusetts Manufacturing Extension Partnership (MassMEP) and the Massachusetts Division of Employment and Training (DET), we have offered three-hour classes on Fridays covering various manufacturing topics...MassMEP not only assisted us with obtaining financial assistance from the DET, they also provided training resources through the Manufacturing Advancement Center of Worcester. Our employees and management were very happy with the programming which will help us continue to develop our employees and grow our business."

Scott Rossiter, President